UNITED NATIONS
ECONOMIC AND SOCIAL COUNCIL

Distr.: LIMITED
E/ECA/PAMM/HRP/ICM/1
JUNE 1986
Original: ENGLISH

ECONOMIC COMMISSION FOR AFRICA

LC/NAIROBI.

# PROGRESS REPORT
(ICM)
No. 1/86

PROGRESS REPORT

1. (a) PROJECT TITLE: Joint ECA/ICM Return of Skills Programme for Africa.

(b) PROJECT NO: DMRAFOK 81

2. FUNDING SOURCE: Intergovernmental Committee for Migration

3. TOTAL COST: US$83,549.00

(a) Amount provided from ICM grant: US$83,549.00

(b) ECA Contribution: Support services and administrative backstopping.

4. Total obligations and expenditure as of 31 March 1986[1]

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[1] See Annex VII

E/ECA/PAMM/HPD/ICM/1

## A. Introduction

On 21 June 1983, the Intergovernmental Committee for Migration (ICM) and the Economic Commission for Africa (ECA) signed a co-operation agreement to promote the economic and social development of Africa by focusing particular attention on dealing with the shortages of and imbalances in skilled manpower plaguing the continent and which undoubtedly constitute an obstacle to its socio-economic development.

Although at the moment no systematic and indepth studies have been carried out on Africa's brain drain, there is no doubt that it might pose ever-increasing problems to the continent's development.

In view of these difficulties and aware of what they could do to help overcome them, ECA and ICM took the initiative of establishing the Joint ECA/ICM Programme for the Return of Skills to Africa which, as its name indicates, tries to promote the return to Africa of Africans who are working or living in developed countries despite the fact that they have skills that Africa needs.

The Programme encourages the return of skilled Africans desirous of going back to their countries of origin or to the continent by offering them the following incentives:

(a) Travel costs;

(b) Transportation of personal effects;

(c) Transition allowance;

(d) Salary topping;

(e) Purchasing and shipping of scientific and professional instruments;

(f) Position-oriented training;

(g) Accident and medical insurance;

(h) Miscellaneous expenses.

To attain the objectives of the programme, the two organizations pool their complimentary resources together. Thus, ICM identifies skilled Africans who reside in Western countries while ECA tries to locate vacant posts in African countries. The two organizations could thus strike a balance between job offers and applications for jobs.

The following is what the Programme has managed to achieve since it became operational in 1983 (more details are provided in part B of the document):

(a) Identification of at least 192 qualified Africans living in developed countries who want to return home;

(b) Identification of at least 365 vacancies in Africa that could be filled by the returnees;

(c) Placement of 85 out of all the Africans living abroad willing to return home.

These are considerable achievements for a new programme which started only three years ago. It should be given time to mature before it can be judged objectively. However, it would be reasonable to try to find out the difficulties that the programme came up against in its three years of existence and then to look into ways of overcoming them.

## B. Achievements of the Programme

To attain the objectives of the Joint ECA/ICM Programme, which is part of an overall effort to develop Africa economically, the three key activities already mentioned in the introduction have to be carried out namely:

(a) Identifying qualified Africans who are resident in Western countries and wish to return home to practise their profession;

(b) Identifying vacant posts in African countries likely to interest the returnees;

(c) Placing the candidates.

### I. Identification of returnees

Out of the 192 returnees identified by ICM between 1982 and 1985, 85 of them actually came back to Africa and accepted the jobs they were offered; this first group represents 44 per cent of the whole.

There are 81 candidates or 43 per cent who are waiting to be recruited by African institutions.[1/]

The rest, 26 candidates or 13 per cent, have either withdrawn from the programme after showing initial interest or found jobs in Africa or elsewhere.

ECA processed the files on 116 of the candidates transmitted by ICM. Their geographical distribution and professional qualifications are as follows:

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1/ The names of the candidates and data on them can be found in Candidates Biographical Sketches No. 1/86 of January 1986, ECA/PAMM/ICM/86/INF/1.

1) Geographical distribution of candidates

The following is a breakdown of the candidates by region:

(a) North Africa: 8 candidates (7 per cent);

(b) Central Africa: 15 candidates (13 per cent);

(c) West Africa: 33 candidates (29 per cent);

(d) East Africa: 60 candidates (51 per cent).

These figures show that the great majority of the candidates are from East Africa (51 per cent) followed by those of West Africa (29 per cent), Central Africa (13 per cent) and North Africa (7 per cent).

2) Professional Qualifications

The candidates were specialists in the following fields:

(a) Social science (42%); (see table 2 page 5)

(b) Medical sciences (16%); (see table 3 page 6)

(c) Animal science (12%); (see table 4 page 7)

(d) Agriculture (12%); (see table 5 page 8)

(e) Engineering (10%); (see table 6 page 9)

(f) Physical sciences (3.5%); (see table 8 page 11)

As it can be seen, social science constitute 42 per cent of total specializations medical sciences 16 per cent, animal sciences 12 per cent, agriculture 12 per cent and engineering 10 per cent.

When the professional qualifications of candidates are considered in the light of their regions of origin the following figures are obtained: (for further detail refer to Annex I)

Table 1

Areas of Specialization of all African Candidates submitted to ECA

(1982/85)

| F I E L D | East Africa | West Africa | Central Africa | North Africa | TOTAL |
|---|---|---|---|---|---|
| -Social Sciences | 31 | 9 | 8 | 1 | 49 |
| -Medical Sciences | 11 | 5 | 1 | 1 | 18 |
| -Animal Sciences | 6 | 5 | 1 | 2 | 14 |
| -Agricultural Sciences | 3 | 7 | 3 | 1 | 14 |
| -Engineering | 5 | 5 | | 1 | 11 |
| -Art | | 2 | 1 | 1 | 4 |
| -Food Science | 2 | | | | 2 |
| -Physical Sciences | 1 | | 1 | | 2 |
| -Mathematics Sciences | | | | 1 | 1 |
| -Life Sciences | 1 | | | | 1 |
| | 60 | 33 | 15 | 8 | 116 |

Table 2

African Candidates Specialized in
Social Sciences Submitted to ECA

(1982/85)

| SOCIAL SCIENCES | East Africa | West Africa | Central Africa | North Africa | TOTAL |
|---|---|---|---|---|---|
| -Economist | 3 | 2 | 4 | 1 | 10 |
| -Educational Administrator | 7 | 1 | 2 | | 10 |
| -Accountant | 3 | 3 | | | 6 |
| -Business/Management | 4 | 1 | | | 5 |
| -Finance:- Financial Analyst | 4 | 1 | | | 5 |
| - " " Planner | 2 | | | | 2 |
| -International Trade | 2 | | | | 2 |
| -Public Administrator | 1 | 1 | | | 2 |
| -Personnel Manager | 2 | | | | 2 |
| -Journalist/Media Specialist | 2 | | | | 2 |
| -Teacher of Law | | | 1 | | 1 |
| -Social Worker | 1 | | | | 1 |
| -Social Scientist | | | 1 | | 1 |
| - | 31 | 9 | 8 | 1 | 49 |

Table 3

African Candidates specialized in Medical Sciences Submitted to ECA

(1982/85)

| MEDICAL SCIENCES | East Africa | West Africa | Central Africa | North Africa | TOTAL |
|---|---|---|---|---|---|
| -General Practioner | 2 | | | 1 | 3 |
| -Surgeon | 2 | | | | 2 |
| -Parasitologist/Microbiologist | | 2 | | | 2 |
| -Physician (public health) | 1 | 1 | | | 2 |
| -Pharmacist | 1 | 1 | | | 2 |
| -Medical Social Worker | 1 | | 1 | | 2 |
| -Paediatrician | 1 | | | | 1 |
| -Pathologist | 1 | | | | 1 |
| -Epidemiologist | 1 | | | | 1 |
| -Community Health Planner | | 1 | | | 1 |
| -Industrial & Occupational Dr. | 1 | | | | 1 |
| | 11 | 5 | 1 | 1 | 18 |

Table 4

African Candidates Specialized in Animal Sciences Submitted to ECA

(1982/85)

| ANIMAL SCIENCES | East Africa | West Africa | Central Africa | North Africa | TOTAL |
|---|---|---|---|---|---|
| -Animal Scientist | 2 | 2 | | 2 | 6 |
| -Veterinary Surgeon | 3 | 1 | 1 | | 5 |
| -Livestock Scientist | 1 | | | | 1 |
| -Poultry Parasitologist | | 1 | | | 1 |
| -Animal Nutritionist | | 1 | | | 1 |
| | 6 | 5 | 1 | 2 | 14 |

Table 5

African Candidates Specialized in
Agricultural Sciences submitted to ECA

(1982/85)

| AGRICULTURAL SCIENCES | East Africa | West Africa | Central Africa | North Africa | TOTAL |
|---|---|---|---|---|---|
| -Agricultural Economist | 1 | 3 | | | 4 |
| -Agricultural Engineer | | 2 | | | 2 |
| -Agronomist/ Plant Geneticist | | | 1 | 1 | 2 |
| -Agronomist/ Horticulturist | 1 | | 1 | | 2 |
| -Plant Pathologist | 1 | | | | 1 |
| -Forest/ Forest Geneticist | | 1 | | | 1 |
| -Soil Scientist | | 1 | | | 1 |
| -Agronomist/ Sylviculturist | | | 1 | | 1 |
| | 3 | 7 | 3 | 1 | 14 |

Table 6

African Candidates Specialized in Engineering submitted to ECA

(1982/85)

| ENGINEERING | East Africa | West Africa | Central Africa | North Africa | TOTAL |
|---|---|---|---|---|---|
| -Civil & Structural Engineer | 3 | 4 | | | 7 |
| -Hydrologist | 1 | | | | 1 |
| -Chemical Engineer | 1 | | | | 1 |
| -Metalleurgist | | 1 | | | 1 |
| -Electronics Engineer | | | | 1 | 1 |
| | 5 | 5 | | 1 | 11 |

Table 7

African Candidates Specialized in
Art & Food Science Submitted to ECA

(1982/85)

| FIELD | East Africa | West Africa | Central Africa | North Africa | TOTAL |
|---|---|---|---|---|---|
| 1) Art: | | | | | |
| - Architect | | 1 | 1 | 1 | 3 |
| - Musician | | 1 | | | 1 |
| 2) Food Science: | | | | | |
| - Nutritionist | 1 | | | | 1 |
| - Dietary Aid | 1 | | | | 1 |
| | 2 | 2 | 1 | 1 | 6 |

Table 8

African Candidates Specialized in
Physical, Mathematics and Life Sciences
Submitted to ECA

(1982/85)

| FIELD | East Africa | West Africa | Central Africa | North Africa | TOTAL |
|---|---|---|---|---|---|
| 1) Physical Sciences: | | | | | |
| -Chemistrist | 1 | | 1 | | 2 |
| 2) Mathematics Sciences: | | | | | |
| -Mathematician | | | | 1 | 1 |
| 3) Life Sciences: | | | | | |
| -Biologist | 1 | | | | 1 |
| | 2 | | 2 | 2 | 4 |

East Africa

The following is a breakdown of candidates from East Africa by country of origin:

Kenya 47%
Ethiopia 24%
Uganda 12%
Somalia 7%
Zimbabwe 7%
Burundi 1%
Malawi 1%
United Republic of Tanzania 1%.

They are specialized in the following fields:

Social science: 50 per cent
Medical sciences: 19 per cent
Animal science: 10 per cent
Engineering: 8 per cent
Agriculture: 5 per cent
Food science: 3 per cent
Biology: 2 per cent
Chemistry: 2 per cent

West Africa

West African candidates are from the following countries:

Nigeria 51%
Ghana 40%
Togo 6%
Liberia 3%

They have specialized in the following fields:

Social science: 27 per cent
Medical sciences: 16 per cent
Animal science: 16 per cent
Engineering: 16 per cent
Agriculture: 22 per cent
Art: 6 per cent.

Central Africa

The following is a breakdown of candidates by country:

Zaire: 55%

Chad: 20%

Cameroon: 15%

Equatorial Guinea: 9%

They are qualified in the following fields:

Social science: 50 per cent

Agriculture: 20 per cent

Medical sciences: 8 per cent

Animal science: 8 per cent

Chemistry: 7.5 per cent

Architecture: 7.5 per cent.

North Africa

Candidates from North Africa, who are in the minority, (7 per cent) underwent training in:

Animal science: 25 per cent

Social science : 12.5 per cent

Medical sciences: 12.5 per cent

Engineering: 12.5 per cent

Agriculture: 12.5 per cent

Mathematics: 12.5 per cent

Architecture: 12.5 per cent

Although there is no doubt that the various courses of study and qualifications are useful to Africa it appears that it is not easy to secure employment for all the candidates willing to come back home to Africa. Yet, as the following chapter shows, ECA and ICM have identified hundreds of vacant posts particularly posts of lecturers in African universities which naturally require the qualifications that the returnees have. Therefore in part C an attempt will be made to identify the obstacles to the Joint ECA/ICM Programme.

## II. Identification of job vacancies in Africa

Three hundred and sixty-five job offers were identified between 1983 and 1985; 89 of them (24 per cent) have been filled while 276 (75 per cent) are still vacant and have been published in "Job Vacancies in Africa" No. 1/86/ECA/PAMM/ICM/86/INF/2 of March 1986. What are the areas of specialization required and which countries have vacancies?

### 1. Areas of Specialization

The following is a detailed listing of fields demanded by order of importance: (see tables 9 and 10 on pages 16 and 17)

Engineering: 20 per cent

Business: 18 per cent

Life sciences: 12 per cent

Medical sciences: 9.5 per cent

Industrial Technology: 8 per cent

Agriculture: 6.5 per cent

Natural resources: 4 per cent

Architecture: 3.5 per cent

Environmental design: 2.5 per cent

Education: 2.2 per cent

Art: 1.8 per cent

Classics: 1.8 per cent

Mathematics: 1 per cent

Linguistics: 1 per cent

Computer science: 1 per cent

Textiles: 0.75 per cent

Animal sciences: 0.75 per cent

Demography: 0.75 per cent

Geography: 0.75 per cent

Home economics: 0.75 per cent

Communications: 0.4 per cent

Food science: 0.4 per cent

Music: 0.4 per cent

Public administration: 0.4 per cent

Photography: 0.4 per cent

Physics: 0.4 per cent

Rural development: 0.4 per cent.

2. Countries with job vacancies

The following are the countries that have informed ECA and ICM of their needs with respect to qualified manpower: the list is by decreasing order of importance:

Nigeria: 31 per cent

Ghana: 21 per cent

Somalia: 14 per cent

Kenya: 13.5 per cent

Zimbabwe: 9 per cent

Niger: 7 per cent

Malawi: 2.5 per cent

United Republic of Tanzania: 1 per cent

Zambia: 1 per cent.

It should be noted that nearly all the job offers from the various countries come from university institutions.

Nigeria

Thirty one per cent of the job offers communicated to ECA and ICM are from Nigeria. That country's requirements are as follows:

Engineering: 31 per cent

Medical sciences: 19 per cent

Natural science: 14 per cent

Business: 10.5 per cent

Environmental design: 7 per cent

Architecture: 6 per cent

Art: 6 per cent

Education: 4.75 per cent

Agriculture: 3.5 per cent

## Distribution of Job Offers among Countries 1982/85

| Job Offers \ Country | Nigeria | Ghana | Somalia | Kenya | Zimbabwe | Niger | Malawi | Tanzania | Zambia | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| Engineering | 6.5% | [illegible] | 2.5% | [illegible] | 3.5% | 0.4% | 1% | | | [illegible] |
| Business | 3.[illegible]% | 1.8% | | [illegible].5% | [illegible].4% | [illegible].1% | 0.75% | 0.4% | 1% | 18% |
| Life Sciences | 4.4% | 1.8% | 0.[illegible]% | 3.5% | | 1.0% | | | | [illegible]% |
| Health | 5.8% | 0.4% | 0.75% | 1.8% | | 0.[illegible]% | | 0.4% | | [illegible].5% |
| Industrial Techn. | 0.[illegible]% | | 6.[illegible]% | 0.75% | 0.75% | | | 0.[illegible]% | | [illegible]% |
| Agriculture | 1% | 4% | 0.[illegible]% | 0.[illegible]% | 0.75% | 0.75% | | | | 6.5% |
| Natural Resources | | [illegible]% | | | | | | | | 4% |
| Architecture | 1.8% | 1.8% | | | | | | | | 3.5% |
| Environmental Design | [illegible].[illegible]% | | | 0.4% | | | | | | 2.5% |
| Education | 1.5% | | | 0.[illegible]% | | 0.4% | | | | [illegible].[illegible]% |
| Art Education | 1.8% | | | | | | | | | 1.8% |
| Classics | | 0.75% | | | | 1% | | | | 1.3% |
| Mathematics | 0.4% | | 0.4% | | | | 0.4 | | | 1% |
| Linguistics | | 0.75% | | | | 0.4% | | | | 1% |
| Computer Science | 0.75% | | | | 0.4% | | | | | 1% |
| Textiles | 0.4% | | | 0.4% | | | | | | 0.75% |
| Animal Science | | 0.75% | | | | | | | | 0.75% |
| Demography | | 0.4% | | 0.4% | | | | | | 0.75% |
| Geography | | | | | | 0.75% | | | | 0.75% |
| Home Economics | | 0.4% | | 0.4% | | | | | | 0.75% |
| Communications | | | | 0.4% | | | | | | 0.4% |
| Food Science | | 0.4% | | | | | | | | 0.4% |
| Music | 0.4% | | | | | | | | | 0.4% |
| Public Administration | | | 0.4% | | | | | | | 0.4% |
| Photography | | 0.4% | | | | | | | | 0.4% |
| Physics | 0.4% | | | | | | | | | 0.4% |
| Rural Development | | | 0.4% | | | | | | | 0.4% |
| TOTAL | 31% | 21% | 14% | 13.5% | 9% | 7% | 2.5% | 1% | 1% | 100.% |

## Distribution of Job Offers among Countries

(1982/85)

| Job Offers \ Country | Nigeria | Ghana | Somalia | Kenya | Zimbabwe | Niger | Malawi | Tanzania | Zambia | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| Engineering | 18 | 11 | 7 | 6 | 10 | 1 | 3 | | | 56 |
| Business | 9 | 5 | 8 | 7 | 12 | 3 | ? | 1 | 3 | 50 |
| Life Sciences | 12 | 5 | 1 | 10 | | 5 | | | | 33 |
| Health | 16 | 1 | 2 | 5 | | 1 | | 1 | | 26 |
| Industrial Technology | 1 | | 17 | ? | 2 | | | 1 | | 23 |
| Agriculture | 3 | 11 | 1 | 1 | | 2 | | | | 18 |
| Natural Resources | | 11 | | | | | | | | 11 |
| Architecture | 5 | 5 | | | | | | | | 10 |
| Environmental Design | 6 | | | 1 | | | | | | 7 |
| Education | 4 | | | 1 | | 1 | | | | 6 |
| Art Education | 5 | | | | | | | | | 5 |
| Classics | | 2 | | | | 3 | | | | 5 |
| Mathematics | 1 | | 1 | | | | 1 | | | 3 |
| Linguistics | | 2 | | | | 1 | | | | 3 |
| Computer Science | ? | | | | 1 | | | | | 3 |
| Textiles | 1 | | | 1 | | | | | | ? |
| Animal Science | | ? | | | | | | | | ? |
| Demography | | 1 | | 1 | | | | | | ? |
| Geography | | | | | | 2 | | | | ? |
| Home Economics | | 1 | | 1 | | | | | | ? |
| Communications | | | | 1 | | | | | | 1 |
| Food Science | | 1 | | | | | | | | 1 |
| Music | 1 | | | | | | | | | 1 |
| Public Administration | | | 1 | | | | | | | 1 |
| Photography | | 1 | | | | | | | | 1 |
| Physics | 1 | | | | | | | | | 1 |
| Rural Development | | | 1 | | | | | | | 1 |
| TOTAL | 85 | 59 | 39 | 37 | 25 | 19 | 6 | 3 | 3 | 276 |

Computer sciences: 2.5 per cent

Mechanics: 1.2 per cent

Mathematics: 1.2 per cent

Music: 1.2 per cent

Physics: 1.2 per cent

Textiles: 1.2 per cent

Ghana

Twenty one per cent of the job offers came from Ghana whose requirements are as follows:

Agriculture: 19 per cent

Engineering: 19 per cent

Natural resources: 19 per cent

Architecture: 9 per cent

Business: 9 per cent

Life science : 9 per cent

Animal sciences: 3.5 per cent

Classics: 3.5 per cent

Linguistics: 3.5 per cent

Demography: 2 per cent

Food science: 2 per cent

Medical sciences: 2 per cent

Home economics: 2 per cent

Photo hy: 2 per cent.

Somalia

Somalia accounts for 14 per cent of the job offers and requires qualified manpower in the following fields:

Industrial Technology: 44 per cent

Business: 20 per cent

Engineering: 18 per cent

Medical sciences: 5 per cent

Agriculture: 3 per cent

Life science: 3 per cent

Mathematics: 3 per cent

Public administration: 3 per cent

Rural development: 3 per cent

Kenya

With 13.5 per cent of the job offers, Kenya requests skills in:

Life science: 27 per cent

Business: 19 per cent

Engineering: 16 per cent

Medical sciences: 13.5 per cent

Industrial Technology: 5.5 per cent

Agriculture: 3 per cent

Communications: 3 per cent

Demography: 3 per cent

Education: 3 per cent

Environmental design: 3 per cent

Home economics: 3 per cent

Textiles: 3 per cent

Zimbabwe

Zimbabwe, which accounted for 9 per cent of all the job offers received by ICM and ECA, needs skills in the following fields:

Business: 10 per cent

Engineering: 40 per cent

Industrial Technology: 8 per cent

Computer science: 4 per cent

Niger

Seven per cent of the job offers came from Niger which requests skills in:

Life sciences: 37 per cent

Business: 15.5 per cent

Classics: 15.5 per cent

Agriculture: 10 per cent

Geography: 10 per cent

Education: 5.5 per cent

Engineering: 5.5 per cent

Medical sciences (health): 5.5 per cent

Linguistics: 5.5 per cent

Malawi

With a share of 2.5 per cent of the total job offers, Malawi would like to secure the services of candidates with training in:

Engineering: 50 per cent

Business: 33 per cent

Mathematics: 17 per cent.

United Republic of Tanzania and Zambia

Each of these countries accounted for one per cent of the job offers received by ECA and ICM. The United Republic of Tanzania is looking for skills in:

Business: 33 per cent

Medical sciences: 33 per cent

Industrial Technology: 33 per cent

Zambia wants skills only in Business.

Despite the fact that more job offers, (276) have been received than requests for jobs, placing the candidates is not a simple mathematical operation; it has not been possible to secure jobs for all those interested in the ECA/ICM programme whose modest achievements in terms of absolute figures shows clearly that there are difficulties that are reducing the impact of the programme. Before tackling the difficulties an attempt will be made to see how many candidates have been secured jobs since the beginning of the ECA/ICM programme in 1982.

III. Placement of Candidates

From 1982 to 1985 a total of 85 candidates returned to Africa and were secured jobs in various sectors of the economy. The following pages provide a list of such candidates, the jobs they have been offered, their countries of origin, countries of placement and the sections in which they are working.

1) Origin of the candidates and countries of employment

It can be noted that the overwhelming majority of the candidates are from Eastern or Southern Africa and that almost all of them found jobs in their countries of origin.

Indeed, 44 per cent of the candidates for whom jobs were secured come from Kenya, 30 per cent from Zimbabwe, 5 per cent from Ghana, 5 per cent from the Sudan, 35 per cent from Nigeria, 2.5 per cent from Zaire, 2.5 per cent from Sierra Leone, 1.2 per cent from Zambia, 1.2 per cent from the United Republic of Tanzania and 1.2 per cent from Somalia.

2) Sectors of employment

About 38 per cent of the jobs secured were in the private sector, 20 per cent in higher education, 24 per cent in the ministries and related departments, 10 per cent in secondary education, 4.5 per cent in hospitals and 3.5 per cent in public enterprises.

The public sector is of course by far the largest employer in Africa but its jobs are restricted to higher and secondary education and administration where job prospects are unfortunately limited. When, moreover, one knows that virtually all African States have management problems it seems highly unrealistic to believe that there is an increasing potential for creating jobs in the public sector in the short term.

C. Difficulties of the programme

The joint ECA/ICM Return of Skills Programme for Africa seems to be facing two types of problems: problems inherent to the programme itself and those that are exogenous to it and hamper its operations.

I. Difficulties inherent to the Programme

It should be pointed out first of all that the Programme has two components:

(a) The first component is financed by the American Government and deals with the repatriation of qualified Africans who have emigrated to the United States of Amercia and who want to go back to their countries. It covers all African countries without exception and there are therefore no limitations with respect to the implementation of the programme;

PLACEMENT IN THE AFRICAN RETURN OF TALENT PROGRAMME 1982/85

| | | |
|---|---|---|
| 1. | NAME | Abdi Ali |
| | NATIONALITY | SOM |
| | JOB OFFER | SIECA SPA |
| | DATE RETURN | 17/?/1985 |
| | COUNTRY PLACED | SOM |
| ? | NAME | ALY Bakari |
| | NATIONALITY | KEN |
| | JOB OFFER | Ministry of Basic Education |
| | DATE RETURN | 30/11/198? |
| | COUNTRY PLACED | KEN |
| 3. | NAME | AGOLA Jane |
| | NATIONALITY | KEN |
| | JOB OFFER | Nairobi Hospital |
| | DATE RETURN | 9/12/1985 |
| | COUNTRY PLACED | KEN |
| 4. | NAME | ANGWAFO Fru |
| | NATIONALITY | CAO |
| | JOB OFFER | Ministry of Health |
| | DATE RETURN | 16/7/1985 |
| | COUNTRY PLACED | CAO |
| 5. | NAME | ARIWI John |
| | NATIONALITY | KEN |
| | JOB OFFER | Mwangaza Electroworks |
| | DATE RETURN | 16/12/1983 |
| | COUNTRY PLACED | KEN |

| | | |
|---|---|---|
| 6. | NAME | AVINO Ishmael |
| | NATIONALITY | KEN |
| | JOB OFFER | United Trustee Finance Ltd. |
| | DATE RETURN | 23/9/1985 |
| | COUNTRY PLACED | KEN |
| 7. | NAME | AZEGE Biam |
| | NATIONALITY | NIR |
| | JOB OFFER | Anume Bua and Co. |
| | DATE RETURN | 28/12/1985 |
| | COUNTRY PLACED | NIR |
| 8. | NAME | BETT Rachel |
| | NATIONALITY | KEN |
| | JOB OFFER | Rift Valley Institute of Science & Technology |
| | DATE RETURN | 26/5/1983 |
| | COUNTRY PLACED | KEN |
| 9. | NAME | BUNGU Zindoga |
| | NATIONALITY | ZBW |
| | JOB OFFER | Ministry of Health |
| | DATE RETURN | 26/6/1985 |
| | COUNTRY PLACED | ZBW |
| 10. | NAME | CHARLES Cecilia |
| | NATIONALITY | KEN |
| | JOB OFFER | Ministry of Financial Planning |
| | DATE RETURN | 22/7/1985 |
| | COUNTRY PLACED | KEN |
| 11. | NAME | CHELUGET Ruth |
| | NATIONALITY | KEN |
| | JOB OFFER | Africa Inland Church |
| | DATE RETURN | 11/4/1985 |
| | COUNTRY PLACED | KEN |

| | | |
|---|---|---|
| 12. | NAME | CHEMEI David |
| | NATIONALITY | KEN |
| | JOB OFFER | Agricultural Dvpmt. Corp. |
| | DATE RETURN | 28/4/1984 |
| | COUNTRY PLACED | KEN |
| 13. | NAME | CHIGUMIRA Lovemore |
| | NATIONALITY | ZBW |
| | JOB OFFER | UMC-Sunnyside High School |
| | DATE RETURN | 18/7/1985 |
| | COUNTRY PLACED | ZBW |
| 14. | NAME | CHIGUMIRA Jane |
| | NATIONALITY | ZBW |
| | JOB OFFER | UMC-Sunnyside High School |
| | DATE RETURN | 18/7/1985 |
| | COUNTRY PLACED | ZBW |
| 15. | NAME | CHINYANGA Herbert |
| | NATIONALTIY | ZBW |
| | JOB OFFER | University of Zimbabwe |
| | DATE RETURN | 4/9/1985 |
| | COUNTRY PLACED | ZBW |
| 16. | NAME | CHIVANZA Veronica |
| | NATIONALITY | ZBW |
| | JOB OFFER | Gunda Investments |
| | DATE RETURN | 31/12/1985 |
| | COUNTRY PLACED | ZBW |
| 17. | NAME | CHOTO |
| | NATIONALITY | ZBW |
| | JOB OFFER | Ministry of Education |
| | DATE RETURN | 9/1/1983 |
| | COUNTRY PLACED | ZBW |

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| 18. | NAME | DADSON |
| | NATIONALITY | ZBW |
| | JOB OFFER | Ministry of Education |
| | DATE RETURN | 9/1/1983 |
| | COUNTRY PLACED | ZBW |
| 19. | NAME | DEMBI AUSTIN |
| | NATIONALITY | SIE |
| | JOB OFFER | Center for Disease Control |
| | DATE RETURN | 5/10/1985 |
| | COUNTRY PLACED | SIE |
| 20. | NAME | DZIKITI Ntunga |
| | NATIONALITY | ZBW |
| | JOB OFFER | Department Rural Devpmt. |
| | DATE RETURN | 19/11/1985 |
| | COUNTRY PLACED | ZBW |
| 21. | NAME | EKUNDAYO Henry |
| | NATIONALITY | NIR |
| | JOB OFFER | Lado Nigeria Ltd. |
| | DATE RETURN | 1/8/1985 |
| | COUNTRY PLACED | NIR |
| 22. | NAME | EL HUSSEIN Abubakr |
| | NATIONALITY | SUD |
| | JOB OFFER | University of Gezira |
| | DATE RETURN | 30/11/1984 |
| | COUNTRY PLACED | SUD |
| 23. | NAME | ETTE Aniedi |
| | NATIONALITY | NIR |
| | JOB OFFER | University of Zambia |
| | DATE RETURN | 1985/86 |
| | COUNTRY PLACED | ZAMBIA |

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|---|---|---|
| 24. | NAME | FORTIGO Anthony |
| | NATIONALITY | CAO |
| | JOB OFFER | Gina & Brothers Enterprise |
| | DATE RETURN | 24/9/1984 |
| | COUNTRY PLACED | CAO |
| 25. | NAME | GIKONYO Daniel |
| | NATIONALITY | KEN |
| | JOB OFFER | University of Nairobi |
| | DATE RETURN | 17/7/1985 |
| | COUNTRY PLACED | KEN |
| 26. | NAME | GIKONYO Betty |
| | NATIONALITY | KEN |
| | JOB OFFER | Ministry of Health |
| | DATE RETURN | 17/7/1985 |
| | COUNTRY PLACED | KEN |
| 27. | NAME | GUGA Chris |
| | NATIONALTIY | ZBW |
| | JOB OFFER | Ministry of Health |
| | DATE RETURN | 26/3/1985 |
| | COUNTRY PLACED | ZBW |
| 28. | NAME | IBRAHIM Hassan |
| | NATIONALITY | SUD |
| | JOB OFFER | The Sheet Metal Industries |
| | DATE RETURN | 10/5/1985 |
| | COUNTRY PLACED | SUD |
| 29. | NAME | ITHAU Beth |
| | NATIONALITY | KEN |
| | JOB OFFER | Kenya Publishing & Marketing Co. |
| | DATE RETURN | 11/7/1985 |
| | COUNTRY PLACED | KEN |

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|---|---|---|
| 30. | NAME | JACKSON Francis |
| | NATIONALITY | SIE |
| | JOB OFFER | Ministry of Agricultural & Natural Res. |
| | DATE RETURN | 27/6/1985 |
| | COUNTRY PLACED | SIE |
| 31. | NAME | JIRIRA Kwanele |
| | NATIONALITY | ZBW |
| | JOB OFFER | Ministry of Agriculture |
| | DATE RETURN | 19/12/1984 |
| | COUNTRY PLACED | ZBW |
| 32. | NAME | KANIGA Miriam |
| | NATIONALITY | KEN |
| | JOB OFFER | Trend Publishers |
| | DATE RETURN | 31/12/1984 |
| | COUNTRY PLACED | KEN |
| 33. | NAME | KAJESE Tanyaradzw |
| | NATIONALITY | ZBW |
| | JOB OFFER | Barclays Bank |
| | DATE RETURN | 17/5/1985 |
| | COUNTRY PLACED | ZBW |
| 34. | NAME | KARANGU Elizabeth |
| | NATIONALITY | KEN |
| | JOB OFFER | 83/035-Kenya KTTC |
| | DATE RETURN | 27/12/1984 |
| | COUNTRY PLACED | KEN |

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|---|---|---|
| 35. | NAME | KAREMANIVANANE Amatus |
| | NATIONALITY | ZIM |
| | JOB OFFER | Agritex |
| | DATE RETURN | 20/1[illegible]/1984 |
| | COUNTRY PLACED | ZIM |
| 36. | NAME | KARIKO Lisony |
| | NATIONALITY | NAM |
| | JOB OFFER | Katutura Snr. Sec. School |
| | DATE RETURN | [illegible]/11/1985 |
| | COUNTRY PLACED | KEN |
| 37. | NAME | KARIUKI Benson |
| | NATIONALITY | KEN |
| | JOB OFFER | Commercial Bank of Africa |
| | DATE RETURN | 21/6/1984 |
| | COUNTRY PLACED | KEN |
| 38. | NAME | KATHUKA Sophia |
| | NATIONALITY | KEN |
| | JOB OFFER | Nova Industrial Products |
| | DATE RETURN | 15/4/1985 |
| | COUNTRY PLACED | KEN |
| 39. | NAME | KEMEI Rose |
| | NATIONALITY | KEN |
| | JOB OFFER | ICIPE |
| | DATE RETURN | 21/9/1984 |
| | COUNTRY PLACED | KEN |
| 40. | NAME | KERICH Joel |
| | NATIONALITY | KEN |
| | JOB OFFER | Tenwek Hospital |
| | DATE RETURN | 19/6/1984 |
| | COUNTRY PLACED | KEN |

41. NAME KERICH Joel
NATIONALITY KEN
JOB OFFER Tenwek Hospital
DATE RETURN 6/5/1985
COUNTRY PLACED KEN

42. NAME KERRE Bonaventur
NATIONALITY KEN
JOB OFFER KE/018/84
DATE RETURN 1/10/1984
COUNTRY PLACED KEN

43. NAME KIARIE Joseph
NATIONALITY KEN
JOB OFFER Savaha Crafts
DATE RETURN 7/11/1985
COUNTRY PLACED KEN

44. NAME KIITI Peter
NATIONALITY KEN
JOB OFFER Kamba Wholesaler & Distributors
DATE RETURN 24/9/1984
COUNTRY PLACED KEN

45. NAME KITUR Bernard
NATIONALITY KEN
JOB OFFER Rift Valley Institute
DATE RETURN 4/1/1983
COUNTRY PLACED KEN

46. NAME KODENYO David
NATIONALITY GHA
JOB OFFER School Mental Retard Children
DATE RETURN 29/11/1985
COUNTRY PLACED GHA

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|---|---|---|
| 47. | NAME | K'RHODA George |
| | NATIONALITY | KEN |
| | JOB OFFER | University of Nairobi |
| | DATE RETURN | 17/1/1985 |
| | COUNTRY PLACED | KEN |
| 48. | NAME | KUMUTSANA Clady's |
| | NATIONALITY | ZBW |
| | JOB OFFER | Mashoko High School |
| | DATE RETURN | 5/3/1985 |
| | COUNTRY PLACED | ZBW |
| 49. | NAME | LIDALA Charles |
| | NATIONALITY | KEN |
| | JOB OFFER | UNIMF |
| | DATE RETURN | 23/2/1984 |
| | COUNTRY PLACED | KEN |
| 50. | NAME | LUBANGA Kudus |
| | NATIONALITY | SUD |
| | JOB OFFER | Ministry of Transport |
| | DATE RETURN | 24/10/1985 |
| | COUNTRY PLACED | SUD |
| 51. | NAME | LUCHEMPE Chipaska |
| | NATIONALITY | ZAM |
| | JOB OFFER | University of Zambia |
| | DATE RETURN | 17/9/1984 |
| | COUNTRY PLACED | ZAM |
| 52. | NAME | MABONGA Grace |
| | NATIONALITY | ZBW |
| | JOB OFFER | Central African Mission |
| | DATE RETURN | 28/12/1984 |
| | COUNTRY PLACED | ZBW |

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|---|---|---|
| 53. | NAME | MACHAYO Grace |
| | NATIONALITY | KEN |
| | JOB OFFER | Kenya Institute of Teachers |
| | DATE RETURN | 5/8/1985 |
| | COUNTRY PLACED | KEN |
| 54. | NAME | MALLA Florence |
| | NATIONALITY | KEN |
| | JOB OFFER | Ovendoor Bakeries |
| | DATE RETURN | 14/10/1985 |
| | COUNTRY PLACED | KEN |
| 55. | NAME | MANUTSE Sipiwe |
| | NATIONALITY | ZBW |
| | JOB OFFER | Mesvingo Christian Secondary |
| | DATE RETURN | 31/12/1984 |
| | COUNTRY PLACED | ZBW |
| 56. | NAME | MANONGA Moses |
| | NATIONALITY | ZBW |
| | JOB OFFER | Ministry of Education |
| | DATE RETURN | 10/9/1985 |
| | COUNTRY PLACED | ZBW |
| 57. | NAME | MANYU Peter |
| | NATIONALITY | KEN |
| | JOB OFFER | Experts Unlimited |
| | DATE RETURN | 17/9/1985 |
| | COUNTRY PLACED | KEN |
| 58. | NAME | MBAWA Naboth |
| | NATIONALITY | ZBW |
| | JOB OFFER | Mpilo Hospital-Ministry of Health |
| | DATE RETURN | 23/6/1983 |
| | COUNTRY PLACED | ZBW |

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|---|---|---|
| 59. | NAME | MLANEO Hanson |
| | NATIONALITY | ZBW |
| | JOB OFFER | Ministry of Education |
| | DATE RETURN | 15/8/1985 |
| | COUNTRY PLACED | ZBW |
| 60. | NAME | MOYO Nokwazi |
| | NATIONALITY | ZBW |
| | JOB OFFER | VOICE |
| | DATE RETURN | 26/11/1985 |
| | COUNTRY PLACED | ZBW |
| 61. | NAME | MSANGI Kiure |
| | NATIONALITY | TAN |
| | JOB OFFER | Tanzania Publishing House |
| | DATE RETURN | 22/7/1985 |
| | COUNTRY PLACED | TAN |
| 62. | NAME | MUNYU Obadiah |
| | NATIONALITY | KEN |
| | JOB OFFER | KTTC |
| | DATE RETURN | 3/9/1984 |
| | COUNTRY PLACED | KEN |
| 63. | NAME | MUNYUKI Mabel |
| | NATIONALITY | ZBW |
| | JOB OFFER | Agricultural Finance Corp. |
| | DATE RETURN | 2/11/1984 |
| | COUNTRY PLACED | ZBW |
| 64. | NAME | MUSAKA-SIMIYU Aggrey |
| | NATIONALITY | KEN |
| | JOB OFFER | Teachers Service Commission |
| | DATE RETURN | 19/8/1985 |
| | COUNTRY PLACED | KEN |

65. NAME MUSHIPE Anthony
NATIONALITY ZBW
JOB OFFER Unlimited Business Services
DATE RETURN 18/1/1985
COUNTRY PLACED ZBW

66. NAME MUSHIPE Zuvarashe
NATIONALITY ZBW
JOB OFFER Ministry of Education
DATE RETURN 18/1/1985
COUNTRY PLACED ZBW

67. NAME MUTAMBARA Mary
NATIONALITY ZBW
JOB OFFER Mt. Pleasant Clinic, Harare
DATE RETURN 22/6/1984
COUNTRY PLACED ZBW

68. NAME MUTUMA John
NATIONALITY ZBW
JOB OFFER Zimbabwe Broadcasting Co.
DATE RETURN 9/1/1983
COUNTRY PLACED ZBW

69. NAME NDEBU Gama
NATIONALITY CAO
JOB OFFER Ministry of Public Health
DATE RETURN 25/7/1985
COUNTRY PLACED CAO

70. NAME NEBA Juliette
NATIONALITY CAO
JOB OFFER American Life Insurance Co.
DATE RETURN 7/10/1985
COUNTRY PLACED CAO

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|---|---|---|
| 71. | NAME | NGOKWEY Ndolamb |
| | NATIONALITY | ZAI |
| | JOB OFFER | ECA 302 NIG-Zaire Lumumbachi |
| | DATE RETURN | 18/12/1984 |
| | COUNTRY PLACED | ZAI |
| 72. | NAME | NJAGU Paul |
| | NATIONALITY | ZMB |
| | JOB OFFER | Ministry of Education |
| | DATE RETURN | 28/11/1986 |
| 73. | NAME | NJERU Kaari |
| | NATIONALITY | KEN |
| | JOB OFFER | Kenya Nut Co. Ltd. |
| | DATE RETURN | 26/11/1984 |
| | COUNTRY PLACED | KEN |
| 74. | NAME | NYAMEKYE Boahma |
| | NATIONALITY | GHA |
| | JOB OFFER | Ghana Atomic Energy Commission |
| | DATE RETURN | 30/9/1985 |
| | COUNTRY PLACED | GHA |
| 75. | NAME | ODUIANDO Mark |
| | NATIONALITY | KEN |
| | JOB OFFER | University of Nairobi |
| | DATE RETURN | 23/1/1984 |
| | COUNTRY PLACED | KEN |
| 76. | NAME | OMOLO Edward |
| | NATIONALITY | KEN |
| | JOB OFFER | ILRAD |
| | DATE RETURN | 28/7/1984 |
| | COUNTRY PLACED | KEN |

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|---|---|---|
| 77. | NAME | ONDARI Clive |
| | NATIONALITY | KEN |
| | JOB OFFER | Nairobi University |
| | DATE RETURN | 7/10/1985 |
| | COUNTRY PLACED | KEN |
| 78. | NAME | OMUSU-EFFIPONG Lambert |
| | NATIONALITY | GHA |
| | JOB OFFER | University of Ghana |
| | DATE RETURN | 1/10/1985 |
| | COUNTRY PLACED | GHA |
| 79. | NAME | PUTTHO Godeon |
| | NATIONALITY | KEN |
| | JOB OFFER | Ministry of Education Science & Technology |
| | DATE RETURN | 18/3/1985 |
| | COUNTRY PLACED | KEN |
| 80. | NAME | SEREN David |
| | NATIONALITY | KEN |
| | JOB OFFER | Rift Valley Institute |
| | DATE RETURN | 7/10/1985 |
| | COUNTRY PLACED | KEN |
| 81. | NAME | SIDAHMED Ahmed |
| | NATIONALITY | SUD |
| | JOB OFFER | Winrock International |
| | DATE RETURN | 29/9/1983 |
| | COUNTRY PLACED | KEN |
| 82. | NAME | VALINANDE Nzama |
| | NATIONALITY | ZAI |
| | JOB OFFER | Institut Pedagogique National |
| | DATE RETURN | 27/8/1985 |
| | COUNTRY PLACED | ZAI |

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|---|---|---|
| 83. | NAME | MUMOCHO Franscah |
| | NATIONALITY | KEN |
| | JOB OFFER | Teachers Service Commission |
| | DATE RETURN | 16/12/1985 |
| | COUNTRY PLACED | KEN |
| 84. | NAME | MWADO Stanley |
| | NATIONALITY | KEN |
| | JOB OFFER | Egerton Agricultural College |
| | DATE RETURN | 29/1/1985 |
| | COUNTRY PLACED | KEN |
| 85. | NAME | MWANDE Nyrovai |
| | NATIONALITY | ZBW |
| | JOB OFFER | CPZ |
| | DATE RETURN | 31/12/1985 |
| | COUNTRY PLACED | ZBW |

(b) The second component is financed by the European Economic Community (EEC) and is a pilot project whose aim is to encourage the return to Africa of qualified Africans from a specific number of African countries who are living in Europe; this is where the difficulties are. For the moment, the Programme concerns only three countries, i.e., Kenya, Somalia and Zimbabwe. Zambia is making efforts to join the three countries soon.

The second component, which is more of a bilateral agreement than a continent-wide one at the moment, does not envisage the return home of Africans from other countries. ICM is certainly trying to assist nationals from the countries that are not covered by this European programme by providing low fare air tickets but we believe that EEC should, as the Americans, opt for a comprehensive policy covering the whole continent because it would facilitate the total implementation of the programme and it would have a considerable and much appreciated impact under the efforts to maximize the utilization of available skills in order to promote Africa's economic and social development.

## II. Problems exogenous to the programme

The following problems exogenous to the programme have been identified:

### 1) Difficulties relating to means of communication

Without means of communication the programme cannot be implemented; indeed, postal services, i.e. letters, telegrammes and telexes are the best means of communication with African countries. However, when it takes several months for an addressee to receive a reply to his letter and when, despite the high costs of telegrammes and telexes, they do not generate rapid answers from African correspondents they not only slow down the implementation of the programme but also endanger its objectives by discouraging candidates and making them lose interest in the programme.

Perhaps these problems will be overcome when the programme is better understood and becomes better known in Africa.

### 2) Difficulties stemming from an understanding of the programme

The Programme is still not well known and is misunderstood by many African countries. In that respect, ECA offered in February 1986 to carry out a preliminary consultancy mission to five West African countries to provide them with information on the overall functioning of the Programme and to discuss with the appropriate authorities various aspects thereof.

Greater attention should be given to promoting the programme in order to make it better understood in the long run and enable it to develop.

3) Difficulties relating to the current orientation of the programme

The great majority of Africans wishing to go back home have high qualifications equivalent to doctorates and several years of experience as lecturers and/or researchers in Western universities. It would therefore be perfectly reasonable that once they come back to Africa they should aspire to similar jobs; however, although African universities participate significantly in the programme (30 per cent of the jobs secured), they cannot yet absorb by themselves all the available professionals.

The civil service (excluding universities) which is a major employer in Africa can give adequate job opportunities to some candidates. Public enterprises, whose participation in the programme is only 3.5 per cent, could be requested to increase their contribution. However, despite all the laudable efforts that the civil service might make, its current difficulties do not allow it to respond to all employment needs. These limitation on the civil service lead one to think that in order to increase the efficiency of the programme the employment sectors should be expanded. The semi-public and private sectors should be given greater consideration for two reasons. The first stems from the very nature of the civil service; indded, beyond the current crisis it is going through, the civil service is plagued by problems of low productivity and its economic efficiency when compared to that of the semi-public and private sectors is low. The second consideration flows logically from the first; it stems from the fact that the private and semi-public sectors have greater employment prospects than the public sector.

D. Conclusion

Despite the fact that it is a new programme which has difficulties, the Joint ECA/ICM Programme for the Return of Skills of Africa has enabled 44 per cent of the returnees identified under the programme to go back to the region or to their countries of origin to practice their skills. This laudable achievement should be continued and improved so that ECA and ICM can attain their objective of developing Africa socially and economically.

It would be natural and highly desirable especially because of the economic crisis which is affecting all countries, particularly those in Africa, that the programme should record a measure of success. However, to make it more successful, the following steps should be taken to try to overcome the problems mentioned earlier on or to minimize them as much as possible:

(a) Revise the European component of the programme to make it regional;

(b) Use all possible means to make the existence of the programme and its operations known to all Africans concerned returnees and employers;

(c) Create an atmosphere of trust in the programme by those concerned to ensure that they do not drop out of it or become discouraged;

(d) Orient the programme more towards the private and semi-private sectors to promote and strengthen public enterprises and the activities of private enterpeneurs who are key economic operators.

For the period 1 January 1986 to 30 June 1986 the programme intends to:

(a) Identify returnees and to publish their biographical sketches in February and June;

(b) Identify job vacancies in Africa and publish them in March;

(c) Find employment for about 20 candidates;

(d) Send advisory missions to Nigeria, Ghana, Niger, Guinea and Sierra Leone;

(e) Publish brochures to promote the programme.

# EAST AFRICAN CANDIDATES' QUALIFICATIONS

## Medical Sciences

-General Practitioner.....?
-Surgeon.....?
-Pediatrician.....1
-Pathologist.....1
-Epidemiologist.....1
-Parasitologist & Microbiologist....
-Medical Social worker.....1
-Community Health Planner.....
-Physician (Public Health).....1
-Industrial & Occupational Dr. .....1
-Pharmacist.....1

## Food Science

-Nutritionist.....1
-Dietary Aid.....1

## Animal Science

-Veterinarian.....3
-Livestock Scientist.....1
-Animal Scientist.....?
-Poultry Parasitologist.....
-Animal Nutritionist.....

## Life Sciences

-Biologist.....1

Physicial Sciences

-Chemistrist.....1

Mathematics Sciences

-Mathematician.....

Engineering

-Civil & Structural Engineer..3
-Hydrologist.....1
-Chemical Engineer.....1
-Metallurgist.....
-Electronics Engineer.....

Agricultural Sciences

-Agricultural Engineer.....
-Agricultural Economist.....1
-Plant Pathologist.....1
-Forestry & Forest Geneticist.
-Soil Scientist.....
-Agronomist/Plant Geneticist..
-Agronomist/Horticulturist....1
- " /Sylviculturist....

Social Sciences

-Accountant.....3
-Finance=Financial Analyst.....4
- " Planner.....?
-International Trade.....?
-Business/Management.....4
-Public Administrator.....1
-Economist.....3
-Personnel Manager.....?
-Educational Administrator.....7
-Teacher of Law.....
-Social worker.....1
-Journalist/Media Specialist.....?
-Social Scientist.....

Art

-Architect.....
-Musician.....

TOTAL 60

| | NAME | COUNTRY OF ORIGIN | QUALIFICATION | COUNTRY OF MIGRATION | RECRUITED BY | APPLIED FOR PLACEMENT |
|---|---|---|---|---|---|---|
| 1. | ACHOLLO ECA/AF-126 | KENYA | CHEMISTRIST | USA | ICM, Washingon | - |
| 2. | AWINO ECA/AF-106 | " | ACCOUNTANT | " | " " | |
| 3. | AYAGA ECA/AF-133 | " | EDUCATIONAL ADMINISTRATOR | " | " " | N.A. (1) |
| 4. | GAGA ECA/AF-116 | " | FINANCIAL ANALYST | " | " " | |
| 5. | GAKERE ECA/AF-131 | " | PERSONNEL MANAGER | " | " " | |
| 6. | GICHUHI ECA/AF-107 | " | ECONOMIST/ FINANCIAL PLANNER | " | " " | |
| 7. | KIANO ECA/AF-132 | " | ECONOMIST | CANADA | " " | |
| 8. | KESI NICHOLAS MAFUNDO ECA/E-008 | " | LANGUAGE & LITERATURE TEACHER, JOURNALIST | ITALY | ICM, Europe March, 1984 | University of Legon- Ghana 12/6/1984 |
| 9. | KIRAGU ECA/AF-113 | " | BUSINESS MANAGER/ ADMINISTRATOR | USA | ICM, Washington | |
| 10. | KIVAGU ECA/AF-32 | " | EPIDEMIOLOGIST | " | " " | N.A. |
| 11. | KIVINZA-WAMOCHO ECA/AF-28 | " | EDUCATOR (Rehabilitative Programs: | " | " " | N.A. |
| 12. | LIMO ECA/AF-109 | " | ECONOMIST | " | " " | |
| 13. | MAKHATSA ECA/AF-98 | " | BUSINESS MANAGER/ EDUCATOR | " | " " | |
| 14. | MAKOKHA ECA/AF-130 | " | BUSINESS ADMINISTATOR/ ECONOMIST | " | " " | |

(1) N.A.: No More Available

| | NAME | COUNTRY OF ORIGIN | QUALIFICATION | COUNTRY OF MIGRATION | RECRUITED BY | APPLIED FOR PLACEMENT |
|---|---|---|---|---|---|---|
| 15. | MIBEY RICHARD ECA/AF-61 | KENYA | PLANT PATHOLOGIST & AGRICULTURAL ADMINISTRATOR | USA | ICM, Washington | University of Ghana, 19/9/84 N.A. |
| 16. | MUNDA ECA/AF-61 | " | AGRICULTURAL ECONOMIST | " | " " | |
| 17. | NYONGESA ECA/AF-47 | " | MEDICAL SOCIAL WORKER | " | " " | N.A. |
| 18. | NYONGO AGGREY ECA/AF-53 | " | PATHOLOGIST | " | " " | N.A. |
| 19. | OKELO ECA/AF-129 | " | NUTRITIONIST | " | " " | |
| 20. | ONDIEGI ECA/AF-103 | " | FINANCIAL ANALYST | " | " " | |
| 21. | ONDIGI ECA/AF-104 | " | ACCOUNTANT | " | " " | |
| 22. | OPIYO ECA/AF-128 | " | DIETARY AID | " | " " | |
| 23. | ORINDA ECA/AF-123 | " | FINANCIAL PLANNER/ ACCOUNTANT | " | " " | |
| 24. | OUKO ECA/AF-86 | " | FINANCIAL ANALYST | " | " " | |
| 25. | SEDA ECA/AF-122 | " | ACCOUNTANT | " | " " | |
| 26. | SEREM ECA/AF-102 | " | EDUCATIONAL ADVISOR | " | " " | N.A. |
| 27. | WANGA ECA/AF-119 | " | AGRICULTURE/HORTICUL-TURIST | " | " " | |
| 28. | ECA/AF-41 | " | PERSONNEL MANAGER | " | " " | N.A. |

| | NAME | COUNTRY OF ORIGIN | QUALIFICATION | COUNTRY OF MIGRATION | RECRUTIED BY | APPLIED FOR PLACEMENT |
|---|---|---|---|---|---|---|
| 29. | AMHA-TSION ECA/E-001 | ETHIOPIA | PUBLIC ADMINISTRATION LAW | CH | ICM, Europe April, 1984 | University of Niamey 16/10/1984 |
| 30. | BEKELE ECA/AF-4 | " | CIVIL ENGINEER | | ICM, Washington | N.A. |
| 31. | TEDLA ELLENI ECA/AF-004 | " | INTERNATIONAL DVPMT & EDUCATION, PUBLIC ADM. SOCIOLOGY & PSYCHOLOGY | USA | " | |
| 32. | IYASU ECA/AF-121 | " | PHYSICIAN (Public Health) | | " | |
| 33. | JOSEPH ECA/AF-78 | " | VETERINARIAN | | " | |
| 34. | SOLOMON ASSEFASH ECA/E-017 | " | PHARMACIST | CH | April, 1984 | |
| 35. | TESSEMMA A. NEGASH ECA/AF-45 | " | INDUSTRIAL & OCCUPATIONAL DOCTOR | | ICM, Washington | |
| 36. | TIGENEH ADMASSU ECA/AF-69 | " | VETERINARY PATHOLOGIST | USA | ICM, Washington | University of Lagon, 31/8/1984; University of Nsukka, 31/8/1984; University of Zambia, 26/6/1985. |
| 37. | WOLDETENSAI ECA/E-019 | " | PHYSICIAN-SPECIALIST IN PAEDIATRICS | ITALY | ICM, Europe 30 May, 1985 | |
| 38. | YUMER ECA/AF-114 | " | ADMINISTRATOR/ EDUCATOR | USA | ICM, Washington | |

| | NAME | COUNTRY OF ORIGIN | QUALIFCIATION | COUNTRY OF MIGRATION | RECRUITED BY | APPLIED FOR PLACEMENT |
|---|---|---|---|---|---|---|
| 39. | ZECHARIAS ECA/AF-31 | ETHIOPIA | HYDROLOGIST | | ICM, Washington | University of Sierra Leone |
| 40. | ECA/AF-39 | " | INTERNATIONAL TRADE ANALYST | " | " | N.A. |
| 41. | ECA/AF-42 | " | LIVESTOCK SCIENTIST/ EXTENSION TRAINER | " | " | N.A. |
| 42. | ECA/AF-84 | " | PHYSICIAN | " | " | N.A. |
| 43. | HABIMANA F. ECA/AF-97 | UGANDA | MANAGEMENT SCIENCES | USA | " " | University of Ghana 11/4/1984 |
| 44. | KASULE ECA/AF-81 | " | FINANCIAL CONSULTANT | " | " " | |
| 45. | KISSALITA ECA/AF-88 | " | PROJECTS OR DEVELOP-MENT ENGINEER | " | " " | |
| 46. | LWANGA-IGA-I. ECA/E-010 | " | VETERINARY SURGEON | W. GERMANY | ICM, EUROPE | |
| 47. | MOYO E.B. ECA/E-012 | " | MEDICAL DOCTOR/ SURGEON | GREECE | " " | |
| 48. | NTABBI J. ECA/AF-007 | " | BIOLOGIST | USA | ICM, Washington | Nsukka Univ. 24/8/1984 |
| 49. | ODWONGO W.O. ECA/AF-67 | " | ANIMAL SCIENTIST | " | " " | University of Makerere, Uganda 11/10/1984 N.A |

| | NAME | COUNTRY OF ORIGIN | QUALIFICATION | COUNTRY OF MIGRATION | RECRUITED BY | APPLIED FOR PLACEMENT |
|---|---|---|---|---|---|---|
| 50. | ALI D.Ali<br>ECA/AF-100 | SOMALIA | EDUCATIONAL ADVISOR | CANADA | ICM; Washington | |
| 51. | ISSE MAHMOUD<br>ECA/E-007 | " | DOCTOR | CH | ICM, EUROPE | Somali National University, 24/7/1985 |
| 52. | SIAD<br>ECA/AF-115 | 3 | ANIMAL SCIENTIST | USA | ICM, Washington | |
| 53. | WARSAME<br>ECA/AF-118 | " | CHEMICAL ENGINEER | " | " " | |
| 54. | CHIWANZA<br>ECA/AF-101 | ZIMBABWE | ADMINISTRATOR | USA | ICM, Washington | N.A. |
| 55. | CHOMBO I.<br>ECA/AF-49 | " | ADMINISTRATOR/<br>EDUCATOR | " | " " | Bulawayo Technical College, Zimbabwe, 30/4/1985 |
| 56. | MPHALELELE<br>ECA/AF-92 | " | BROADCAST JOUNALIST/<br>MEDIA SPECIALIST | " | " " | N.A. |
| 57. | WHANDE<br>ECA/AF-90 | " | SOCIAL WORKER/<br>ADMINISTRATOR | " | " " | N.A. |
| 58. | BAKARA C.<br>ECA_E-002 | BURUNDI | PHYSICIAN/SURGEON | ITALY | ICM; EUROPE | University of Nsukka, 31/8/1984 |
| 59. | MHANGO<br>ECA/AF-72 | MALAWI | ECONOMIST | USA | ICM, Washington | N.A. |
| 60. | SHOO S.<br>ECA/AF-68 | TANZANIA | CIVIL/STRUCTURAL<br>ENGINEER | USA | ICM, Washington | Bulawayo Technical College, Zimbabwe, 30/4/1985 Maiduguri Univ. |

# WEST AFRICAN CANDIDATES' QUALIFICATIONS

## Medical Sciences

-General Practitioner.....
-Surgeon.....
-Pediatrician.....
-Pathologist.....
-Epidemiologist.....
-Parasitologist & Microbiologist.....2
-Medical Social Worker.....
-Community Health Planner.....1
-Physician (Public Health).....1
-Industrial & Occupational Dr. .....
-Pharmacist.....1

## Food Science

-Nutritionist.....
-Dietary Aid.....

## Animal Science

-Veterinarian.....1
-Livestock Scientist.....
-Animal Scientist.....2
-Poultry Parasitologist.....1
-Animal Nutritionist.....1

## Life Sciences

-Biologist.....

## Physical Sciences

-Chemistrist.....

## Mathematics Sciences

-Mathematician.....

## Engineering

-Civil & Structural Engineer.....4
-Hydrologist.....
-Chemical Engineer.....
-Metallurgist.....1
-Electronics Engineer.....

## Agricultural Sciences

-Agricultural Engineer.....2
-Agricultural Economist.....3
-Plant Pathologist.....
-Forestry & Forest Geneticist.....1
-Soil Scientist.....1
-Agronomist/Plant Geneticist.....
-Agronomist/Sylviculturist.....
-Agronomist/Horticulturist.....

## Social Sciences

-Accountant.....3
-Finance= Financial Analyst..... 1
- " Planner.....
-International Trade.....1
-Business/Management.....1
-Public Administrator.....1
-Economist.....2
-Personnel Manager.....
-Educational Administrator.....1
-Teacher of Law.....
-Social Worker.....
-Journalist/Media Specialist.....
-Social Scientist.....

Art

-Architect.....1
-Musician.....1

TOTAL 33

| | NAME | COUNTRY OF ORIGIN | QUALIFICATION | COUNTRY OF MIGRATION | RECRUITED BY | APPLIED FOR PLACEMENT |
|---|---|---|---|---|---|---|
| 1. | APOLABI ECA/AF-87 | NIGERIA | PARASITOLOGIST | USA | ICM, Washington | |
| 2. | AUGUSTINE K. Kole-James ECA/AF-003 | " | PHARMACIST | " | " " | Lagos Univ. teaching hospital 19/12/83 |
| 3. | BARADE S. Silas ECA/AF-111 | " | ECONOMIST | " | " " 28 April 1985 | Auchi Poly-technic Nigeria. 20/5/1985 N.A. |
| 4. | ETTE A.O ECA/AF-96 | " | MATALLURGIST METALLURGICAL ENG. | " | ICM, Washington 20/?/1985 | University of NSUKKA Nigeria 12/3/1985 N.A. Univ. of Zambia 26/6/85 |
| 5. | FAGBEMI ECA/AF-125 | " | ACCOUNTANT | " | ICM, Washington | |
| 6. | JOHNSON ECA/AF-117 | " | ARCHITECT | " | " " | |
| 7. | NWAIFE J. Sonny Stanley ECA/AF-59 | " | ACCOUNTANT & ACCOUNTING ADJUNCT LECTURER | " | ICM, Washington 3 June 1984 | Univ. of Malawi 31/8/1984 Univ. of Zambia 20/6/1985 |
| 8. | NWOKOLO B. ECA/AF-99 | " | CIVIL ENGINEERING | " | ICM, Washington 11 June 1984 | Auchi Poly. Nigeria |
| 9. | OGBUOKIRI ECA/AF-83 | " | POULTRY PARASITO-LOGIST | " | ICM, Washington | |
| 10. | OKEREKE ECA/AF-127 | " | CIVIL ENGINEER | " | " " | |
| 11. | OLANIYI ECA/AF-124 | " | EDUCATIONAL ADMINIS_ TRATOR/BIOLOGIST | " | " " | |

| | NAME | COUNTRY OF ORIGIN | QUALIFICATION | COUNTRY OF MIGRATION | RECRUITED BY | APPLIED FOR PLACEMENT |
|---|---|---|---|---|---|---|
| 12. | OMOIKE Godfrey O. ECA/AF-51 | NIGERIA | CIVIL & MECHANICAL ENGINEER | USA | ICM, Washington 13/4/1984 | Univ. of Nigeria 27/8/1984 N.A. |
| 13. | OMOKPISE Ogbenekome U. ECA/AF-74 | " | FORESTRY & FOREST GENETICIST | " | ICM, Washington 22/5/1984 | Univ. of Bayero Nigeria 5/6/1985 |
| 14. | OSUEKE ECA/AF-76 | " | COMMUNITY HEALTH PLANNER | " | ICM, Washington | |
| 15. | UTHMAN O. ECA/AF-018 | " | AGRICULTURAL ENGINEER SPECIALIZED IN TROPICAL AGRICULTURE | " | " " 31/8/1984 | |
| 16. | WORDU ECA/AF-108 | " | BIOCHEMISTRY/PUBLIC HEALTH NUTRITIONIST | " | ICM, Washingon | N.A. |
| 17. | ECA/AF-63 | " | MICROBIOLOGIST & PARASITOLOGIST | " | " " | N.A. |
| 18. | ANAMAN Kwabona A. ECA/AF-73 | GHANA | AGRICULTURAL ECONOMIST | usa | ICM, Washington 20 Jan. 1984 | Univ. of Zambia, 26/6/1985 Univ. of Kumasi, Ghana |
| 19. | ATTA-POKU ECA/AF-66 | " | ACCOUNTANT FINANCE | " | ICM, Washington May 1, 1984 | Univ. of Zambia, 26/6/1985 |
| 20. | BOAMAH Kwadwo D. ECA/E-003 | " | AGRICULTURAL ENGINEER | CH | ICM, Europe Sept. 17, 1984 | Owerri Nigeria 20/9/1984 N.A. |

| | NAME | COUNTRY OF ORIGIN | QUALIFICATION | COUNTRY OF MIGRATION | RECRUITED BY | APPLIED FOR PLACEMENT |
|---|---|---|---|---|---|---|
| 21. | BROWN<br>ECA/AF-95 | GHANA | ECONOMIST/RURAL DEVELOPMENT PLANNER | USA | ICM, Washington | |
| 22. | DADSON<br>William K.<br>ECA/AF-85 | " | FINANCIAL COMPTROLLER (ADVERTISING & BUSINESS, FINANCE, BANKING, INTERNATIONAL STUDIES, INTERNATIONAL MANAGEMENT | " | ICM, Washington<br>July 15, 1984 | UST Kumasi, Ghana, 7/5/1985<br>University of Zambia 26/6/1985<br>N.A. |
| 23. | DEBRAH S.<br>ECA/AF-77 | " | AGRICULTURAL ECONOMIST | " | ICM, Washington<br>Aug. 15, 1984 | Univ. of Zambia, 26/6/1985<br>N.A. |
| 24. | MUMUNI<br>ECA/AF-110 | " | CIVIL/STRUCTURAL ENGINEER | " | ICM, Washington | Univ. of Kano & Kwara State College |
| 25. | NYAMEKYE<br>Boamakwame<br>ECA/AF-37 | " | ANIMAL NUTRITIONIST | " | ICM, Washington | Univ. of Legon 12/6/1984<br>Kumasi, Ghana, 6/5/1985<br>N.A. |
| 26. | TAY Samuel C.K.<br>ECA/AF-008 | " | VETERINARY DOCTOR | " | " " | |
| 27. | TEKPETEY<br>ECA/AF-82 | " | ANIMAL PHYSIOLOGIST | " | " " | |
| 28. | TETEY Kudjo A.<br>ECA/AF-105 | " | MUSICIAN | " | " " | Univ. of Nsukka, Nigeria 26/11/1984<br>N.A. |

| | NAME | COUNTRY OF ORIGIN | QUALIFICATION | COUNTRY OF MIGRATION | RECRUITED BY | APPLIED FOR PLACEMENT |
|---|---|---|---|---|---|---|
| 29. | YARNEY<br>ECA/AF-80 | GHANA | ANIMAL SCIENTIST | USA | ICM, Washington | N.A. |
| 30. | ECA/AF-43 | " | SOIL SCIENTIST | " | " " | N.A. |
| 31. | ALIPOE<br>Dovi-Akue<br>ECA/AF-46 | TOGO | AGRICULTURAL ECONOMIST | USA | ICM, Washington | Univ. of Niamey, 3/7/1984 |
| 32. | WIHETA<br>ECA/AF-91 | " | BUSINESS MANAGER | " | " " | |
| 33. | RUSS<br>ECA/AF-120 | LIBERIA | BUSINESS/PUBLIC ADMINISTRATOR | USA | ICM, Washington | |

# CENTRAL AFRICAN CANDIDATES' QUALIFICATIONS

## Medical Sciences

-General Practitioner.....
-Surgeon.....
-Pediatrician.....
-Pathologist.....
-Epidemiologist.....
-Parasitologist & Microbiologist.....
-Medical Social Worker.....1
-Community Health Planner.....
-Physician (Public Health).....
-Industrial & Occupational Dr. .....
-Pharmacist.....

## Food Science

-Nutritionist.....
-Dietary Aid.....

## Animal Science

-Veterinarian.....1
-Livestock Scientist.....
-Animal Scientist.....
-Poultry Parasitologist.....
-Animal Nutritionist.....

## Life Sciences

-Biologist.....

Physical Sciences

-Chemistrist.....1

Mathematics Sciences

-Mathematician.....

Engineering

-Civil & Structural Engineer.....
-Hydrologist.....
-Chemical Engineer.....
-Metallurgist.....
-Electronics Engineer.....

Agricultural Sciences

-Agricultural Engineer.....
-Agricultural Economist.....
-Plant Pathologist.....
-Forestry & Forest Geneticist.....
-Soil Scientist.....
-Agronomist/Plant Geneticist.....1
-Agronomist/Sylviculturist.....1
-Agronomist/Horticulturist.....1

## Social Sciences

-Accountant.....
-Finance= Financial Analyst.....
- " Planner.....
-International Trade.....
-Business/Management.....
-Public Administrator.....
-Economist.....4
-Personnel Manager.....
-Educational Administrator.... .....2
-Teacher of Law.....1
-Social Worker.....
-Journalist/Media Specialist.....
-Social Scientist.....1

## Art

-Architect.....1
-Musician.....

TOTAL 15

| | NAME | COUNTRY OF ORIGIN | QUALIFICATION | COUNTRY OF MIGRATION | RECRUITED BY | APPLIED FOR PLACEMENT |
|---|---|---|---|---|---|---|
| 1. | CHANSA G. ECA/AF-89 | ZAIRE | PROFESSOR OF CHEMISTRY | USA | ICM, Washington | Univ. of Niamey, 15/2/1985 Bulawayo Technical College 30/4/1985 |
| 2. | KAFUSHA M.K. ECA/AF-71 | " | ARCHITECT, ARTIST | " | " " | Univ. of Ghana Owerri, Nigeria, 5/12/1984 |
| 3. | KUYENA D.Z. ECA/E-009 | " | PROFESSOR OF ECONOMICS | BELGIUM | ICM, Europe | Univ. of Niamey 15/10/1984 |
| 4. | MAMPUYA N. ECA/E-011 | " | AGRONOMIST/ SIVICULTURIST | ITALY | " " | Univ. of Legon, Ghana, 7/9/1984 Univ. of Niamey, 7/9/1984 |
| 5. | MUELA M. ECA/E-013 | " | MEDICAL SOCIAL WORKER | FRANCE | " " | |
| 6. | MUKENGUE D. ECA/3-014 | " | ADMINISTRATOR/ PROFESSOR | BELGIUM | " " | |
| 7. | MUNDALA ECA/AF-64 | " | COMPARATIVE EDUCATOR | USA | ICM, Washington | Univ. of Niger, 30/1/1985 N.A. |
| 8. | MUPENDA G. ECA/E-015 | " | PROFESSOR OF ECONOMICS | BELGIUM | ICM, Europe | Univ. of Niamey |
| 9. | NGOKEWY N. ECA/AF-006 | " | SOCIAL SCIENTIST | USA | ICM, Washington | Univ. of Niamey, 14/8/1984 (in the meantime placed in Zaire) N.A. |

| | NAME | COUNTRY OF ORIGIN | QUALIFICATION | COUNTRY OF MIGRATION | RECRUITED BY | APPLIED FOR PLACEMENT |
|---|---|---|---|---|---|---|
| 10. | LE BANA K.<br>ECA/E-004 | CAMEROON | TEACHER OF LAW | FRANCE | ICM, Europe | |
| 11. | <br>ECA/AF-76 | " | ECONOMIST | USA | ICM, Washington | N.A. |
| 12. | HASSAN M.<br>ECA/E-006 | CHAD | VETERINARIAN | W. GERMANY | ICM, Europe | |
| 13. | KABADI H.<br>ECA/AF-005 | " | AGRICULTURIST<br>HORTICULTURIST | USA | ICM, Washington | Univ. of Ghana, 30/1/1985 |
| 14. | TOBO R.<br>ECA/AF-38 | " | AGRICULTURIST-<br>AGRONOMIST | " | | Univ. of Ghana, 12/3/1985<br>N.A. |
| 15. | OYONO Sa. V.<br>ECA/E-016 | EQ. GUINEA | ECONOMIST | CH | ICM, Europe | |

NORTH AFRICAN CANDIDATES' QUALIFICATIONS

Medical Sciences

-General Practitioner.....1
-Surgeon.....
-Pediatrician.....
-Pathologist.....
-Epidemiologist.....
-Parasitologist & Microbiologist.....
-Medical Social Worker.....
-Community Health Planner.....
-Physician (Public Health).....
-Industrial & Occupational Dr. .....
-Pharmacist.....

Food Science

-Nutritionist.....
-Dietary Aid.....

Animal Science

-Veterinarian.....
-Livestock Scientist.....
-Animal Scientist.....
-Poultry Parasitologist.....
-Animal Nutritionist.....

Life Sciences

-Biologist.....

Physical Sciences

-Chemistrist.....

Mathematics Sciences

-Mathematician.....1

Engineering

-Civil & Structural Engineer.....
-Hydrologist.....
-Chemical Engineer.....
-Metallurgist.....
-Electronics Engineer.....1

Agricultural Sciences

-Agricultural Engineer.....
-Agricultural Economist.....
-Plant Pathologist.....
-Forestry & Forest Geneticist.....
-Soil Scientist.....
-Agronomist/Plant Geneticist.....1
-Agronomist/Sylviculturist.....
-Agronomist/Horticulturist.....

Social Sciences

-Accountant.....
-Finance= Financial Analyst.....
- " Financial Planner.....
-International Trade.....
-Business/Management.....
-Public Administrator.....
-Economist.....1
-Personnel Manager.....
-Educational Administrator.....
-Teacher of Law.....
-Social Worker.....
-Journalist/Media Specialist.....
-Social Scientist.....

Art

-Architect.....1
-Musician.....

TOTAL 8

| | NAME | COUNTRY OF ORIGIN | QUALIFICATION | COUNTRY OF MIGRATION | RECRUITED BY | APPLIED FOR PLACEMENT |
|---|---|---|---|---|---|---|
| 1. | ABEDLRAHMAN A. ECA/AF-002 | SUDAN | AGRONOMIST | USA | ICM, Washington 14/8/1984 | Univ. of Legon, Faculty of Agricultural Nutrition 14/8/1984 N.A. |
| 2. | DENG L. ECA/AF-93 | " | DEVELOPMENT ECONOMICS | " | ICM, Washington 26/6/1985 | Univ. of Zambia, 26/6/1985 Univ. of Cape Coast, Ghana, Sokoto Univ. Nigeria Kano Univ. Nigeria |
| 3. | EL HASSAN Y.M ECA/AF-75 | " | ANIMAL SCIENCE | " | ICM, Washington | Beyero Univ. Kano, Nigeria 29/05/1985 Univ. of Zimbabwe, 21/6/1985 Sokoto Univ. Nigeria |
| 4. | HASSAN OMER EL FAROUK ECA/E-005 | " | MEDICAL DOCTOR | GERMANY | ICM, Europe | |
| 5. | ECA/AF-70 | " | ELECTRONIS ENGINEER | USA | ICM, Washington | N.A. |
| 6. | ABDEL-MALEK A.A ECA/AF-001 | EGYPT | TEACHER IN ANIMAL SCIENCE | USA | ICM, Washington 31/07/1984 | Univ. of Legon, lecturer in ruminant nutrition, 31/7/1984 |

| | NAME | COUNTRY OF ORIGIN | QUALIFICATION | COUNTRY OF MIGRATION | RECRUITED BY | APPLIED FOR PLACEMENT |
|---|---|---|---|---|---|---|
| 7 | BERKANE M. ECA/AF-54 | ALGERIA | MATHEMATICIAN/ STATICITIAN | USA | ICM, Washington | Univ. of Malawi, 24/7/1984 Bulawayo Technical College, 30/4/1985 |
| 8. | HAMDOUCHE A. ECA/AF-55 | " | ARCHITECT | " | " " | Univ. of Nigeria, 24/7/1984 |

# 276 CURRENT JOB OFFERS IN AFRICA

| Field | Country | | Number |
|---|---|---|---|
| AGRICULTURE | Ghana | | 11 |
| | Kenya | | 1 |
| | Niger | | 2 |
| | Nigeria | | 3 |
| | Somalia | | 1 |
| | | Total | 18 |
| ANIMAL SCIENCE | Ghana | | 2 |
| ARCHITECTURE | Ghana | | 5 |
| | Nigeria | | 5 |
| | | Total | 10 |
| ART EDUCATION | Nigeria | | 5 |
| BUSINESS | Ghana | | 5 |
| | Kenya | | 7 |
| | Malawi | | 2 |
| | Niger | | 3 |
| | Nigeria | | 9 |
| | Somalia | | 8 |
| | Tanzania | | 1 |
| | Zambia | | 3 |
| | Zimbabwe | | 12 |
| | | Total | 50 |
| CLASSICS | Ghana | | 2 |
| | Niger | | 3 |
| | | Total | 5 |
| COMMUNICATIONS | Kenya | | 1 |

| Field | Country | | Number |
|---|---|---|---|
| COMPUTER SCIENCE | Nigeria | | 2 |
| | Zimbabwe | | 1 |
| | | Total | 3 |
| DEMOGRAPHY | Ghana | | 1 |
| | Kenya | | 1 |
| | | Total | 2 |
| EDUCATION | Kenya | | 1 |
| | Niger | | 1 |
| | Nigeria | | 4 |
| | | Total | 6 |
| ENGINEERING | Ghana | | 11 |
| | Kenya | | 6 |
| | Malawi | | 3 |
| | Niger | | 1 |
| | Nigeria | | 18 |
| | Somalia | | 7 |
| | Zimbabwe | | 10 |
| | | Total | 56 |
| ENVIRONMENTAL DESIGN | Kenya | | 1 |
| | Nigeria | | 6 |
| | | Total | 7 |
| FOOD SCIENCE | Ghana | | 1 |
| GEOGRAPHY | Niger | | 2 |

| Field | Country | | Number |
|---|---|---|---|
| HEALTH | Ghana | | 1 |
| | Kenya | | 5 |
| | Niger | | 1 |
| | Nigeria | | 16 |
| | Somalia | | 2 |
| | Tanzania | | 1 |
| | | Total | 26 |
| HOME ECONOMICS | Ghana | | 1 |
| | Kenya | | 1 |
| | | Total | 2 |
| INDUSTRIAL TECHNICIANS | Kenya | | 2 |
| | Nigeria | | 1 |
| | Somalia | | 17 |
| | Tanzania | | 1 |
| | Zimbabwe | | 2 |
| | | Total | 23 |
| LIFE SCIENCES | Ghana | | 5 |
| | Kenya | | 10 |
| | Niger | | 5 |
| | Nigeria | | 12 |
| | Somalia | | 1 |
| | | Total | 33 |
| LINGUISTICS | Ghana | | 2 |
| | Niger | | 1 |
| | | Total | 3 |
| MATHEMATICS | Malawi | | 1 |
| | Nigeria | | 1 |
| | Somalia | | 1 |
| | | Total | 3 |
| MUSIC | Nigeria | | 1 |

| Field | Country | Number |
|---|---|---|
| NATURAL RESOURCES | Ghana | 11 |
| PHOTOGRAPHY | Ghana | 1 |
| PHYSICS | Nigeria | 1 |
| PUBLIC ADMINISTRATION | Somalia | 1 |
| RURAL DEVELOPMENT | Somalia | 1 |
| TEXTILES | Kenya | 1 |
| | Nigeria | 1 |
| | Total | 2 |

| Field | Country | Number |
|---|---|---|
| Agriculture | Ghana | 11 |
| Animal Science | " | 2 |
| Architecture | " | 5 |
| Business | " | 5 |
| Classics | " | 2 |
| Demography | " | 1 |
| Engineering | " | 11 |
| Food Science | " | 1 |
| Health | " | 1 |
| Home economics | " | 1 |
| Life Sciences | " | 5 |
| Linguistics | " | 2 |
| Natural Resources | " | 11 |
| Photography | " | 1 |
| | | 59 |
| Agriculture | Kenya | 1 |
| Business | " | 7 |
| Communications | " | 1 |
| Demography | " | 1 |
| Education | " | 1 |
| Engineering | " | 6 |
| Environmental Design | " | 1 |
| Health | " | 5 |
| Home economics | " | 1 |
| Industrial Technicians | " | 2 |
| Life Sciences | " | 10 |
| Textiles | " | 1 |
| | | 37 |
| Business | Malawi | 2 |
| Engineering | " | 3 |
| Mathematics | " | 1 |
| | | 6 |

| Field | Country | Number |
|---|---|---|
| Agriculture | Niger | 2 |
| Business | " | 3 |
| Classics | " | 3 |
| Education | " | 1 |
| Engineering | " | 1 |
| Geography | " | 2 |
| Health | " | 1 |
| Life Sciences | " | 5 |
| Linguistics | " | 1 |
| | | 19 |
| Agriculture | Nigeria | 3 |
| Architect | " | 5 |
| Art Education | " | 5 |
| Business | " | 9 |
| Computer Science | " | 2 |
| Education | " | 4 |
| Engineering | " | 18 |
| Environmental Design | " | 6 |
| Health | " | 16 |
| Industrial Technicians | " | 1 |
| Life Sciences | " | 12 |
| Mathematics | " | 1 |
| Music | " | 1 |
| Physics | " | 1 |
| Textiles | " | 1 |
| | | 85 |
| Agriculture | Somalia | 1 |
| Business | " | 8 |
| Engineering | " | 7 |
| Health | " | 2 |
| Industrial Technicians | " | 17 |
| Life Sciences | " | 1 |
| Mathematics | " | 1 |
| Public Administration | " | 1 |
| Rural Development | " | 1 |
| | | 39 |

| Field | Country | Number |
|---|---|---|
| Business | Tanzania | 1 |
| Health | " | 1 |
| Industrial Technicians | " | 1 |
| | | 3 |
| Business | Zambia | 3 |
| Business | Zimbabwe | 1? |
| Computer Science | " | 1 |
| Engineering | " | 10 |
| Industrial Technicians | " | ? |
| | | 25 |

# CANDIDATES' cv's DISPATCHED ON UNIVERSITIES REQUEST (1984/86)

N.A.= No more available.

| Candidates' Names and Nationalities | Availability | Name of University | Dispatched by | Date | Action |
|---|---|---|---|---|---|
| ALIPOE D.A. (Togo) | | Univ. of Niamey (Niger) | ICM | 3/7/84 | |
| AMHA-TSION (Ethiopia) | | " | " | 16/10/84 | |
| CHANSA (Zaire | | " | " | 15/2/85 | |
| KESI N. (Kenya) | | " | " | | |
| KUYENI (Zaire) | | " | " | 15/10/84 | |
| MAMPUYA (Zaire) | | " | ECA | 7/9/84 | Rejected |
| MUNDALA (Zaire) | N.A. | " | ICM | 30/1/85 | |
| MUPENDA (Zaire) | | " | ECA | 15/10/84 | |
| NGOKWEY N. (Zaire) | N.A. | " | ECA | 14/8/84 | |
| ABDEL-MALEK A. (Egypt) | | Univ. of Legon (Ghana) | ICM | 31/7/84 | |
| ABDELRAHMAN A. (Sudan) | N.A. | " | " | 14/8/84 | |
| HABIMANA (Uganda) | | " | " | 11/4/85 | |
| KABIDI (Chad) | | " | ECA | 30/1/85 | |
| KESI (Kenya) | | " | ICM | 12/6/84 | |
| MAMPUYA (Zaire) | | " | ECA | 7/9/84 | Rejected |
| MIBEY (Kenya) | N.A. | " | ICM | 19/9/84 | |
| NWAIFE-JOKWU (Nigeria) | | " | " | 12/6/84 | |
| NYAMEKYE-BOAMAH (Ghana) | N.A. | " | " | | |
| ODWONGO (Uganda) | N.A. | " | " | Oct./84 | |
| TABO (Chad) | N.A. | " | ECA | 12/3/85 | |
| TIGENEH (Ethiopia | | " | ICM | 31/8/84 | |
| KAFUSHA (Zaire) | | " | " | 12/84 | |
| DENG (Sudan) | | Unv. of Cape Coast (Ghana) | ICM | 11/85 | |

| Candidates' Names and Nationalities | Availability | Name of University | Dispatched by | Date | Action |
|---|---|---|---|---|---|
| ANAMAN (Ghana) | | Univ. of Kumasi (Ghana) | ICM | 2/85 | |
| ATTA-POKU (Ghana) | | " | " | 2/85 | |
| BROWN (Ghana) | | " | ECA | 2/85 | |
| DADSON | N.A. | " | " | 7/5/85 | Job offered |
| DEBRAH (Ghana) | N.A. | " | ICM | 10/85 | Job offered but candidate N.A. |
| KESI (Kenya) | | " | " | | |
| MUMUNI (Ghana) | | " | " | | |
| NYAMEKYE BONNAH (Ghana) | N.A. | " | ECA | 6/5/85 | Job offered |
| TEKPETEY (Ghana) | N.A. | " | ICM | 2/85 | |
| YARNEY (Ghana) | N.A. | " | " | | |
| MORO E.B. (Uganda) | N.A. | " | ECA | 15/8/85 | |
| HASSAN OMER EL F. (Sudan) | | " | " | 15/8/85 | |
| ISSE A. MAHMOUD (Somalia) | | " | " | 15/8/85 | |
| AUGUSTINE K. (Nigeria) | | Univ. of Lagos (Nigeria) | ICM | 19/2/85 | |
| BAKARA (Burundi) | | Univ. of Nsukka (Nigeria) | ICM | 31/8/84 | |
| ETTE Iniedi (Nigeria) | N.A. | " | " | 12/3/85 | |
| NTAMPI (Uganda) | | " | " | 24/8/84 | |
| NWATPE-JOKWU (Nigeria) | | " | ECA | 31/8/84 | Rejected |
| NWATPE-JOKWU (Nigeria) | | " | " | 28/3/86 | Nsukka Univ. interested again in candidate |
| TIGENEH (Ethiopia) | | " | " | 31/8/84 | Rejected |
| TETEY (Ghana) | N.A. | " | ICM | 26/11/84 | |
| HAMDOUCHE (Algeria) | | " | " | 24/7/84 | |
| OMOIKE (Nigeria) | N.A. | " | " | 27/8/84 | |
| MUMUNI (Ghana) | | Kwara State College (Nigeria) | ICM | 2/86 | |

| Candidates' Names and Nationalities | Availability | Name of University | Dispatched by | Date | Action |
|---|---|---|---|---|---|
| BONMAH KWODWO (Ghana) | N.A. | Univ. of Owerri (Nigeria) | ECA | 21/9/84 | Rejected |
| HAMDOUCHE (Algeria) | | " | ICM | 24/7/84 | |
| KAFUSHA (Zaire) | | " | ECA | 5/12/84 | |
| OMOIKE (Nigeria) | N.A. | " | ICM | 27/8/84 | |
| UTHMAN (Nigeria) | | " | ECA | Nov./84 | Rejected |
| BARADE S. | N.A. | Univ. of Polytechic AUCHI (Nigeria) | ECA | 22/5/85 | |
| MWOKOLO (Nigeria) | | " | " | 10/6/85 | |
| NTAMBI (Uganda) | | Univ. of Enugu (Nigeria) | ECA | 3/85 | |
| AFOLABI (Nigeria) | | Jos University (Nigeria) | ICM | 3/86 | |
| ONOKPISE (Nigeria) | | " | " | 3/86 | |
| OSUEKE (Nigeria) | | " | " | 3/86 | |
| TESEMMA (Ethiopia) | | " | " | 3/86 | |
| ALIPOE (Togo) | | International Institute of Managerial Technology (Nigeria) | ICM | 3/86 | |
| CHANSA (Zaire) | | " | " | 3/86 | |
| KASULE (Uganda) | | " | " | 3/86 | |
| ANEMAN (Ghana) | | Kenyatta University (Kenya) | ICM | 2/86 | |
| ALIPOE (Togo) | | " | " | 2/86 | |
| DENG (Sudan) | | " | " | 2/86 | |
| KAFUSHA (Zaire) | | " | " | 2/86 | |
| MUNDA (Kenya) | | " | " | 2/86 | |
| ZECHARIAS (Ethiopia) | | " | " | 2/86 | |

| Candidates' Names and Nationalities | Availability | Name of University | Dispatched by | Date | Action |
|---|---|---|---|---|---|
| ACHOLLO (Kenya) | | Egerton College (Kenya) | ICM | 4/86 | |
| KIANO (Kenya) | | " | " | 4/86 | |
| MUNUTI (Ghana) | | " | " | 4/86 | |
| NTAMBI (Uganda) | | " | " | 4/86 | |
| OKEREKE (Nigeria) | | " | " | 4/86 | |
| ONDIEGI (Kenya) | | " | " | 4/86 | |
| ORINDA (Kenya) | | " | " | 4/86 | |
| SHOO (Tanzania) | | " | " | 4/86 | |
| ACHOLLO (Kenya | | Univ. of Nairobi (Kenya) | ICM | 3/86 | |
| OKELO (Kenya) | | " | " | 3/86 | |
| OSUEKE (Nigeria) | | " | " | 3/86 | |
| EL HASSAN Y.M. (Sudan) | | Univ. of Juba (Sudan) | ECA | 19/3/86 | |
| ONOKPISE (Nigeria) | | " | " | 19/3/86 | |
| ZECHARIAS (Ethiopia) | | " | ICM | 4/86 | |
| BERKANE (Algeria) | | UST Houari Boumediene (Algeria) | ECA | 10/3/86 | |
| KABIDI (Chad) | | " | " | 10/3/86 | |
| DADSON (Ghana) | | Univ. of Sierra Leone | ICM | 8/1/86 | Sierra Leone was interested but candidate is N.A. |
| NWAIFE-J. (Nigeria) | | " | " | 8/1/86 | |
| ZECHARIAS (Ethiopia) | | " | " | 8/1/86 | |

| Candidates' Names and Nationalities | Availability | Name of University | Dispatched by | Date | Action |
|---|---|---|---|---|---|
| DENG (Sudan) | | Univ. of Sokoto (Nigeria) | ICM | 10/85 | |
| EL HASSAN Y.M. (Sudan) | | " | " | 10/85 | |
| EL HASSAN Y.M. (Sudan) | | Bayero University (Nigeria) | ICM | 5/6/85 | |
| ONOKPISE (Nigeria) | | " | " | 5/6/85 | |
| DENG (Sudan) | | Univ. of Kano (Nigeria) | ICM | 10/85 | |
| EL HASSAN Y.M. (Sudan) | | " | " | 10/85 | |
| MUMUNI (Ghana) | | " | " | 10/85 | |
| ETTE (Nigeria) | N.A. | Univ. of Jos (Nigeria) | ICM | 1/86 | Placement accepted with Univ. of Jos, 4/86 |
| ODWONGO (Uganda) | N.A | Univ. of Makerere (Uganda) | ICM | 11/10/84 | |
| ISSE (Somalia) | | Somali National University (Somalia) | ICM | 24/7/85 | |
| BERKANE (Algeria) | | Univ. of Malawi | ICM | 24/7/84 | |
| NWAIFE-JOKWU (Nigeria) | | " | " | 31/8/84 | |
| ANAMAN (Ghana) | | Univ. of Zambia | ICM | 26/6/85 | |
| ATTA-POKU (Ghana) | | " | " | 26/6/85 | |
| DADSON (Ghana) | N.A. | " | " | 26/6/85 | |
| DEBRAH (Ghana) | N.A. | " | " | 26/6/85 | |
| DENG (Sudan) | | " | " | 26/6/85 | |
| ETTE (Nigeria) | N.A. | " | " | 26/6/85 | Univ. accepted him for placement |

| Candidates' Names and Nationalities | Availability | Name of University | Dispatched by | Date | Action |
|---|---|---|---|---|---|
| NWAIFE-JOKWN (Nigeria | | Univ. of Zambia | ICM | 26/6/85 | |
| TIGENEH (Ethiopia) | | " | " | 26/6/85 | |
| DERKANE (Algeria) | | Bulawayo Technical College (Zimbabwe) | ICM | 30/4/85 | |
| CHANSA (Zaire) | | " | " | 30/4/85 | |
| CHOMBO (Zimbabwe) | | " | " | 30/4/85 | |
| SHOO (Tanzania) | | " | " | 30/4/85 | |
| EL HASSAN Y.M. (Sudan) | | Univ. of Zimbabwe | ICM | 31/5/85 | |

# DISTRIBUTION OF JOB OFFERS AMONG NIGERIAN UNIVERSITIES (1982/1985)

| Job Offers \ University | Auchi Polytechnic | University of Nigeria - Nsukka | College of Technology of Owerri | University of Benin | University of Lagos Akoka - Yaba | Kwara State College of Technology | Institute of Management & Technology Enugu | TOTAL |
|---|---|---|---|---|---|---|---|---|
| Engineering | 11 | 2 | 2 | | 1 | 2 | | 18 |
| Business | 5 | 2 | | | 1 | | 1 | 9 |
| Life Sciences | | 12 | | | | | | 12 |
| Health | | 9 | | 6 | 1 | | | 16 |
| Industrial Technology | 1 | | | | | | | 1 |
| Agriculture | | | 3 | | | | | 3 |
| Architecture | 1 | | 4 | | | | | 5 |
| Environmental Design | 5 | | 1 | | | | | 6 |
| Education | 4 | | | | | | | 4 |
| Art Education | 5 | | | | | | | 5 |
| Mathematics | | | | | 1 | | | 1 |
| Computer Science | 2 | | | | | | | 2 |
| Textiles | 1 | | | | | | | 1 |
| Music | | 1 | | | | | | 1 |
| Physics | 1 | | | | | | | 1 |
| TOTAL | 36 | 76 | 10 | 6 | 4 | 2 | 1 | 85 |

Distribution of Job offers
among Ghanian Universities
(1982/1985)

| University / Job offers | University of Legon | University of Kumasi | T O T A L |
|---|---|---|---|
| Engineering | | 11 | 11 |
| Business | 5 | | 5 |
| Life Sciences | 3 | 2 | 5 |
| Health | | 1 | 1 |
| Agriculture | 11 | | 11 |
| Natural Resources | | 11 | 11 |
| Architecture | | 5 | 5 |
| Classics | 2 | | 2 |
| Linguistics | 2 | | 2 |
| Animal Sciences | 2 | | 2 |
| Demography | 1 | | 1 |
| Home economics | 1 | | 1 |
| Food Science | | 1 | 1 |
| Photography | | 1 | 1 |
| TOTAL | 27 | 32 | 59 |

Job offers at the University of Niamey- Niger

(1992/1995)

| | |
|---|---|
| Engineering | 1 |
| Business | 2 |
| Life Sciences | 5 |
| Health | 1 |
| Agriculture | 2 |
| Education | 1 |
| Classics | 3 |
| Linguistics | 1 |
| Geography | |
| TOTAL | 16 |

UNITED NATIONS ECONOMIC COMMISSION FOR AFRICA
AS AN EXECUTING AGENCY

STATEMENT ON PROJECT EXECUTED

FOR PERIOD AS AT 31 MARCH 1986

DONOR: The Intergovernmental Committee for Migration (ICM)

PROJECT TITLE: The Return of Skills Programme for Africa

PROJECT NUMBER:

ECA ACCOUNT NUMBER: DMRAFOK31

| Budget Line | Description | Funds Allocated for | Unliquidated Obligations | Disbursements | Total Expenditures | Unencumbered Balance |
|---|---|---|---|---|---|---|
| 1100 | Project staff | 52,680.00 | - | 7,407.63 | 7,407.63 | 45,272.37 |
| 1301 | Bilingual secretary | 14,257.00 | - | 7,240.20 | 7,240.20 | 7,016.80 |
| 1500 | Mission costs | 5,000.00 | - | - | - | 5,000.00 |
| 5300 | Communication | 2,000.00 | - | 45.00 | 45.00 | 1,955.00 |
| 5400 | 13% programme support | 9,612.00 | - | 1,910.07 | 1,910.07 | 7,701.93 |
| | | 83,549.00 | - | 16,602.90 | 16,602.90 | 66,946.10 |